

719 - Texas State Technical College System

Workforce Summary Document Prepared by the State Auditor's Office.

Based on a review of information **self-reported** by the institution, the following items are worth noting.

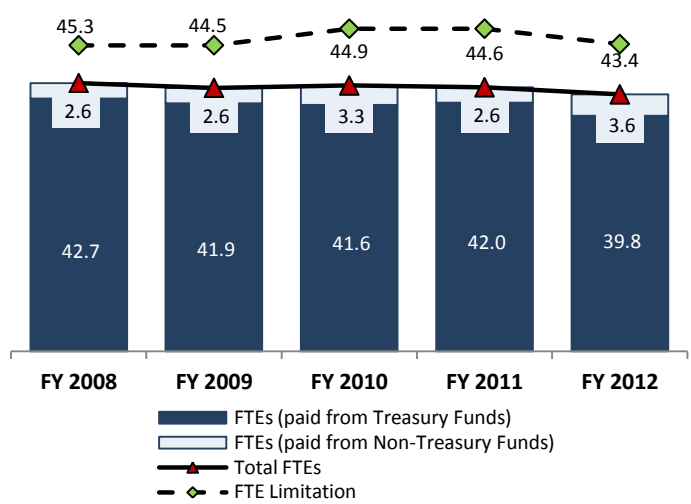
Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation decreased by 4.8 percent to 51.9 FTEs in fiscal year 2012 compared to fiscal year 2011. As of August 31, 2012, 11.5 FTEs were administrator positions. The institution's 43.4 total FTEs represents a decrease of 1.9 (4.2 percent) in the total number of FTEs since fiscal year 2008.

In fiscal year 2012, 8.3 percent of FTEs were paid from non-Treasury funds. This is an increase of 38.5 percent in FTEs paid from non-Treasury funds since fiscal year 2008. Only FTEs paid from Treasury funds count against the FTE limitation.

FTEs Below/Above FTE Limitation

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
FTE Limitation	51.7	51.7	54.5	54.5	51.9
Number Below or Above Limitation	-9.0	-9.8	-12.9	-12.5	-12.1
Percent Below or Above Limitation	-17.4%	-19.0%	-23.7%	-22.9%	-23.3%

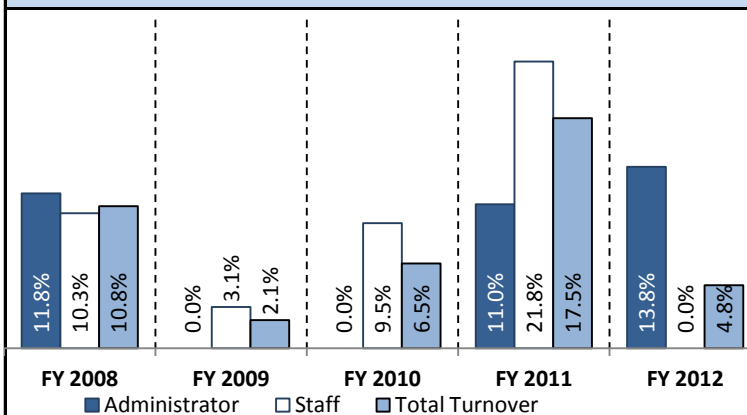


Source: State Auditor's Office Full-time Equivalent System

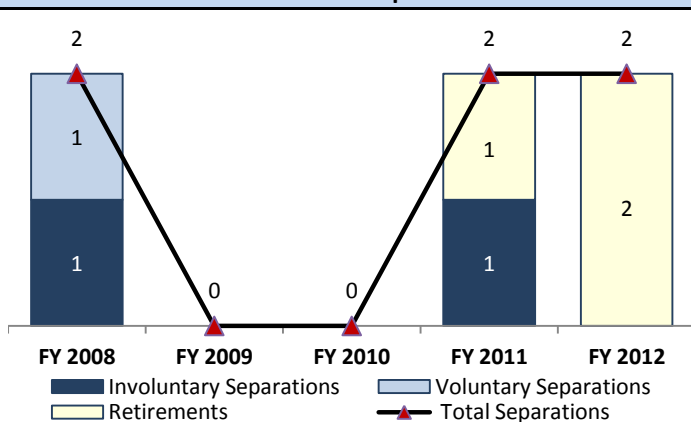
Employee Turnover^a

In fiscal year 2012, the total turnover rate for the institution was 4.8 percent. This was lower than in fiscal year 2011, when the total turnover rate was 17.5 percent. The turnover rate in fiscal year 2012 for administrators (13.8 percent) was higher than in fiscal year 2011 and turnover for staff positions (0.0 percent) was lower than in fiscal year 2011.

Turnover Rates



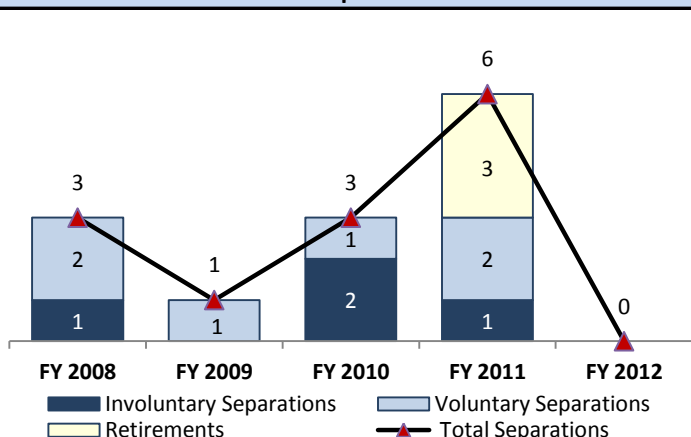
Administrator Separations



Faculty Separations

The Texas State Technical College System Administration Office Does Not Employ Applicable Faculty Positions

Staff Separations



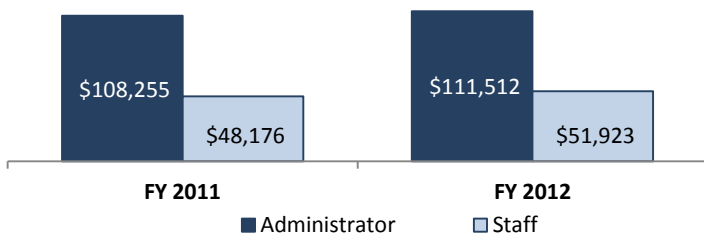
^a Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

Compensation Information^b

The average salary for staff employees increased by 7.8 percent and for administrators it increased by 3.0 percent when compared to the average salaries in fiscal year 2011. Compared to fiscal year 2008, salary and benefits expenditures increased by 7.2 percent.

In fiscal year 2012, the president's salary was \$235,000. Of that amount, approximately 30.0 percent (\$70,500) was paid from Treasury funds. This salary was unchanged from fiscal year 2011, when the president's salary was \$235,000 (approximately 30.0 percent from Treasury funds).

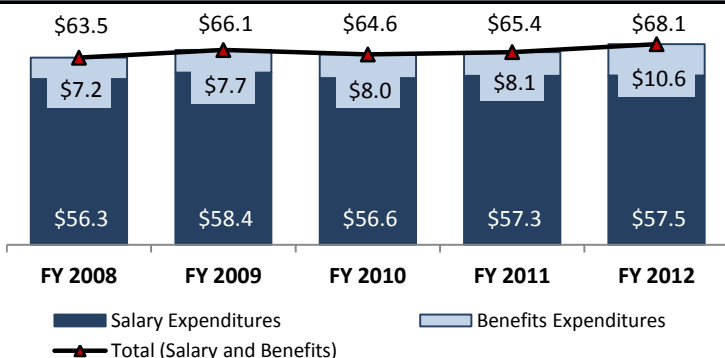
Administrator and Staff Average Salaries



Faculty Average Salary

**The Texas State Technical College System
Administration Office Does Not Employ Applicable
Faculty Positions**

Salary and Benefits Expenditures (Rounded in Millions)



Number and Dollars Spent on Merit Increases

	Fiscal Year 2011		Fiscal Year 2012	
	Number of Merits	Dollars Spent	Number of Merits	Dollars Spent
Administrator	0	\$ 0	0	\$ 0
Faculty	Not Applicable			
Staff	0	\$ 0	0	\$ 0
Totals	0	\$ 0	0	\$ 0

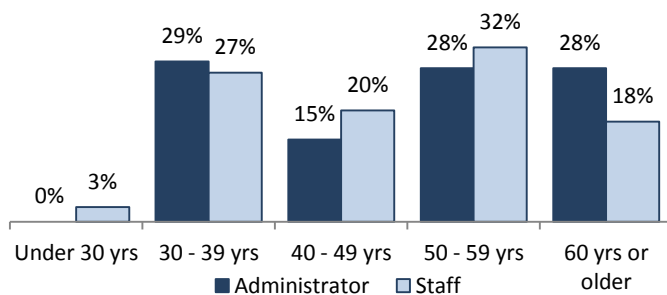
In fiscal year 2012, the institution reported that it did not provide administrator or staff merit increases.

Fiscal Year 2012 Workforce Demographics^b

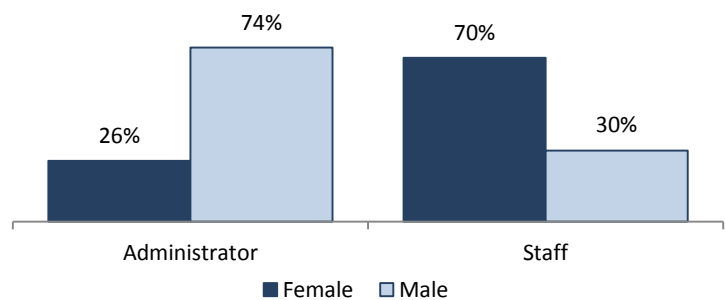
Summary

Of the institution's administrators, 70.5 percent were 40 years of age and older, and of the institution's staff employees, 69.8 percent were 40 years of age or older. The average length of employment at the institution for administrators was 13.4 years, and for staff employees it was 12.0 years.

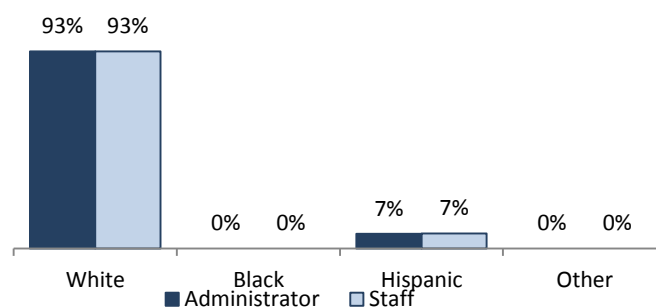
Age: Administrator and Staff



Gender: Administrator and Staff



Ethnicity: Administrator and Staff



^b Administrator and staff data is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.